

NOMENCLATURE & GRADING NURSES 1989 - 2012

TERMS USED TO DESCRIBE NURSES:

The word "nurse" is a generic term.

Registered Nurse is a qualified first level nurse who has undertaken a course of preparation of at least three years. Following qualification the person is employed as staff nurse in the work place. but the public often cannot differentiate and may use this term for a student or auxiliary nurse.

Enrolled Nurse is a qualified second level nurse who has undertaken a course of preparation of at least 18 months. The enrolled nurse works in the clinical setting as part of a team usually lead by a registered nurse. She is less well trained than a Registered Nurse and will often not take charge of a ward (there are some exceptions to this, where experience and length of service makes such a nurse very knowledgeable and they can work at Sister level).

Staff Nurse is a title that relates to anyone on the register who is working as a nurse. It does not differentiate additional qualifications.

Senior Staff Nurse refers to a nurse who has considerable experience in a general setting or may have an additional qualification.. In children's services a senior staff nurse would always be expected to have a children's nursing registration.

Children's Nurse refers to a nurse registered on the children's part of the register. **Theatre Staff Nurse** is an employer title and refers to a nurse who is deployed to work in theatre, but they may not have completed a theatre nursing course.

Anaesthetic Nurse is an employer title and refers to a nurse who is deployed to assist the Anaesthetist. The person may have completed an anaesthetic nursing course or may have undertaken a theatre course and has further specialised in Anaesthetics

Sister/Charge Nurse/Ward Manager all refer to an experienced senior nurse who is responsible for a clinical area to include the management of staff and delivery of patient care, or in specialist areas may be one of a team of Sisters who ensure continuity for management of a clinical area under a Senior Sister/Ward Manager.

Nursing Officer/Clinical Nurse Manager/Matron/Modern Matron/Lead Nurse refer to nurses who are senior, working above ward level and take operational responsibility for a service or group of services e.g. Lead Nurse for renal services may be responsible for the ward, dialysis services and renal outpatients.

CLINICAL GRADING

Clinical Grading was introduced in 1989 by the Whitley Council, which provided a structure for pay in the NHS.

Grades between A and I were described and related to different levels of nurses within the health service:

- A - B: Related to unqualified staff (Auxiliary Nurses/ Health Care Assistants)
- C - E: Related to Enrolled Nurses (rarely E) who had completed a minimum of 18 months programme of training to be placed on the Nurses Roll. These were also called second level nurses and the training was phased out in the 1990s.
- D - F: Related to Registered Nurses or first level nurses, who had completed a 3 year programme of education and are registered with the UKCC/NMC.

D Grade often related to a newly qualified nurse or a nurse who was new to a specific speciality. An E Grade related to a nurse with more experience or who may have completed a specialist course in a certain aspect of nursing such as renal or theatre nursing.

F Grade was a very experienced nurse who often had a specialist course but would be expected to deputise for the ward sister or take on additional roles. In some areas F Grades were called Junior Sisters.

- G - H: Related to Ward Sisters or Senior Sisters on a ward.

In some areas a senior sister would be a G Grade and her junior(s) would be at F.

Night Sisters were also paid at F/G Grade.

- H - I: Related to Senior Nurses, Nursing Officers, Modern Matrons, Clinical Nurse Managers and other roles that often operationally managed a group of clinical areas. An example today would be the Head of Nursing for Children's Services in a District General Hospital, where they might oversee the ward(s), outpatients, Day Care Services, children's A&E or Minor Injury Unit and/ or Clinical Assessment Unit.

In addition, Clinical Nurse Specialists or very experienced nurses working in a specialist role such as Transplant Co-ordinator might be a G/H Grade.

REGISTRATION

Prior to the introduction of Project 2000 (P2000) in 1990 the UKCC register consisted of 11 parts as follows:

- Part 1 - Registered General Nurse - RGN
- Part 2 - Enrolled Nurse General (England & Wales)
- Part 3 - Registered Mental Nurse - RMN
- Part 4 - Enrolled Nurse Mental (England & Wales)
- Part 5 - Registered Nurse Learning Disabilities - RNLD
- Part 6 - Enrolled Nurse Learning Disabilities - England & Wales
- Part 7 - Enrolled Nurse - Northern Ireland & Scotland
- Part 8 - Registered Nurse Sick Children - RSCN
- Part 9 - Fever Nursing
- Part 10 - Midwifery
- Part 11 - Health Visiting

In that era the students were also employees and part of the workforce. Across the UK workforce planning needs dictated the number of students recruited and trained for each part of the register. It was not unusual for nurses to undertake a second nursing qualification as it enhanced their career prospects and they were a more flexible employee as they could work in a variety of settings. An example of this includes a nurse registered on the adult and children's parts of the register could be deployed to work with either group at ward level or they could work in the Accident & Emergency Department. They could also work in out-patients, theatres or intensive care where they could come in contact with adults and children.

RGNs could work in children's services without a specific course, but would be expected to gain the qualification if they planned a career in children's nursing. They would not be able to progress up the grades.

However, the introduction of Project 2000 created four branches to enable nurses to achieve a single registration in Adult, Children, Mental Health or Learning Disability Nursing. Midwifery training is similar in structure. The four branches are as follows:

- Part 12 - Adult Nursing
- Part 13 - Mental Health Nursing
- Part 14 - Learning Disabilities Nursing
- Part 15 - Children's Nursing

The rationale for the new parts of the register related to the fact that P2000 nurses were educated to Diploma level where previously they were trained to certificate level.

Therefore, nurses who have qualified since 2000 will be registered to work with a specific group of patients unless they have completed a shortened branch programme for another patient group. In 2002 the 2001 Order was implemented resulting in the regulatory body UKCC becoming the NMC. The new legislation required the nursing register to be streamlined into one register with the addition of a letter e.g. RN (Child or C) or RN Adult or (A).

In 2004, the DH introduced Agenda for Change (see attached), which changed the grading structure to provide bands which were defined by the knowledge and skills required to work at this level:

Bands 2 & 3: Unqualified support staff – these would be Nursing Auxiliaries and Healthcare Assistants.

Bands 5 & 6: Relate to staff nurses. All newly qualified staff will be on Band 5, with Band 6 being awarded to those nurses with greater knowledge and skills.

Band 7: Relates to Ward Sisters/Managers and Specialist Nurses in some areas.

Band 8 a-c: Relate to more senior nurses including specialist nurses with advanced practice skills (normally at Masters Level) and Nurse Consultants (8b/c). Nurse Managers who cover more than one area will be paid at this level, with Heads of Nursing normally on 8b/c.